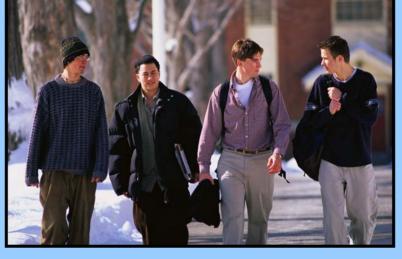
## WorkEthic Certification:

**Developing Hoosiers for Workforce Success** 

















## **WorkEthic** Overview



- What is WorkEthic certification?
- Who is adopting WorkEthic certification?
- WorkEthic how does it work?
- What are the criteria and outcomes?
- How can you help?
- Contact Information



## What is **WorkEthic** certification?



#### A program designed to:

- Reinforce the value of positive WorkEthic and commitment to successful employment
- Recognize a common, identifiable metric of work habits
- Develop and improve life skills of Hoosier students
- Integrate value of soft skill development into traditional technical or academic training



#### What is **WorkEthic** Certification?



#### A program designed to:

- Help Indiana compete more effectively
- Supply employers with skilled workers
- Produce an emerging workforce that is prepared to face the challenges of a global marketplace
- Be a filter for hiring or selecting candidates that have demonstrated knowledge, skills, abilities, and commitment to work



# Who is adopting WorkEthic certification?

- Indiana Workforce Development
- Regional Workforce Boards
- School Administrators, Faculty and Staff
- Students
- Universities & Post-Secondary Institutions
- State/Local Chambers of Commerce
- Workforce and Economic Development
- Businesses
- Community Leaders



# WorkEthic How does it work?

- All high school juniors and seniors are eligible to participate (may vary by school)
- Students and Parents need to complete the Intent to Participate form
- Students complete a Teacher Identification
   List and Community Service Documentation
   form and return by specified due date
- Schools complete all criteria within 120 day observation period



## What is the WorkEthic Criteria?

- Organization
- Respectfulness
- Teamwork
- Discipline
- Punctuality

- Attendance
- Absence
- Tardy
- Community
   Service/Internship
- Overall GPA

The WorkEthic Certification will be awarded to students who successfully demonstrate a minimum point level in **all** ten criteria



## WorkEthic Certificates

- Certificates are signed by the Governor and the Commissioner
- Student can utilize to their advantage on resumes, college applications, and at job interviews
- A Gold level certificate indicates a score of 92% or above
- A Blue level certificate indicates a score of 82% and greater, but less than 92%



## **WorkEthic Certificate - Front**





## WorkEthic Certificate - Back





Completed Criteria

ATTENDANCE

Student attends school and class on a consistent basis and notifies the school in advance of planned absences

\* DISCIPLINE

Student displays self-discipline and self-responsibility

**★** COMMUNITY SERVICE

Through community service learning, students are able to apply WorkEthic standards demonstrated in academia to the real world

**★** OVERALL GRADE POINT AVERAGE

\* ORGANIZATION

Displays strong personal and time management skills and flexibility skills. Requires signatures from three teachers.

\* PUNCTUALITY

Student is punctual in the completion of classroom assignments. Requires signatures from three teachers.

\* RESPECTFULNESS

Respects the rights of others and demonstrates it to fellow students, teachers and administrators. Requires signatures from three teachers.

**★** TEAMWORK

Displays team/group cooperation with fellow students, teachers and administrators. Requires signatures from three teachers.



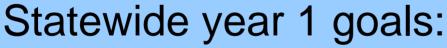




#### WorkEthic

#### Pilot Outcomes and Goals

EGR	Schools	Blue	Gold	Awarded
1	11	37	54	91
3	32	349	659	1,008
Total	43	386	713	1,099



- 50% total secondary school participation rate
- 60% total eligible student participation rate





### WorkEthic

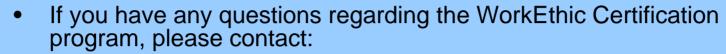
#### How you can help?

- Become a partner
- Promote local awareness
- Encourage employers to pledge support by submitting Employer Intent to Participate
   Forms
- Encourage schools to submit Participating School Fact Sheet





## WorkEthic Contact



**Brittany Dougherty, IDWD Market Support** 

Phone: 317- 234-3115 Fax: 317- 232-1821

Email: <u>bbdougherty@dwd.in.gov</u>

Additional program information can be obtained at:

http://www.in.gov/dwd/partners/workethic.html



